

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 856 - SB 815

March 1, 2019

SUMMARY OF BILL: Adds private employers to the definition of “employer” for the purpose of the Healthy Workplace Act.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Tenn. Code Ann. § 50-1-503 requires the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) to create a model policy to prevent abusive conduct in the workplace.
- Tenn. Code Ann. § 50-1-504 provides immunity to employers that adopt the model policy created by TACIR.
- Any additional cost for TACIR to provide copies of the model policy to private employers is estimated to be not significant for it is assumed submittal of such policy can be accomplished by electronic means. Therefore, any impact to TACIR is estimated to be not significant.
- Adding private employers to the Healthy Workplace Act will not result in any significant impact to state or local government.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The provisions of the legislation will not have any significant impact on commerce or jobs in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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